



Do I Need a Recruiter and How do I Manager Them

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Bottom Line Up Front



- ✓ Critical focus on fit/alignment:
We often make some assumptions that don't pan out!
- ✓ Ports are strange creatures:
Be the Platypus
- ✓ Commissioners, I believe the hardest job you will ever have to do is hire your new Port Director.



Recruiter or not?

- ✓ Focus on Hiring Official(s) - assess your toolbox
- ✓ Projects come and go, but the people stick around
- ✓ Rx – Don't skimp



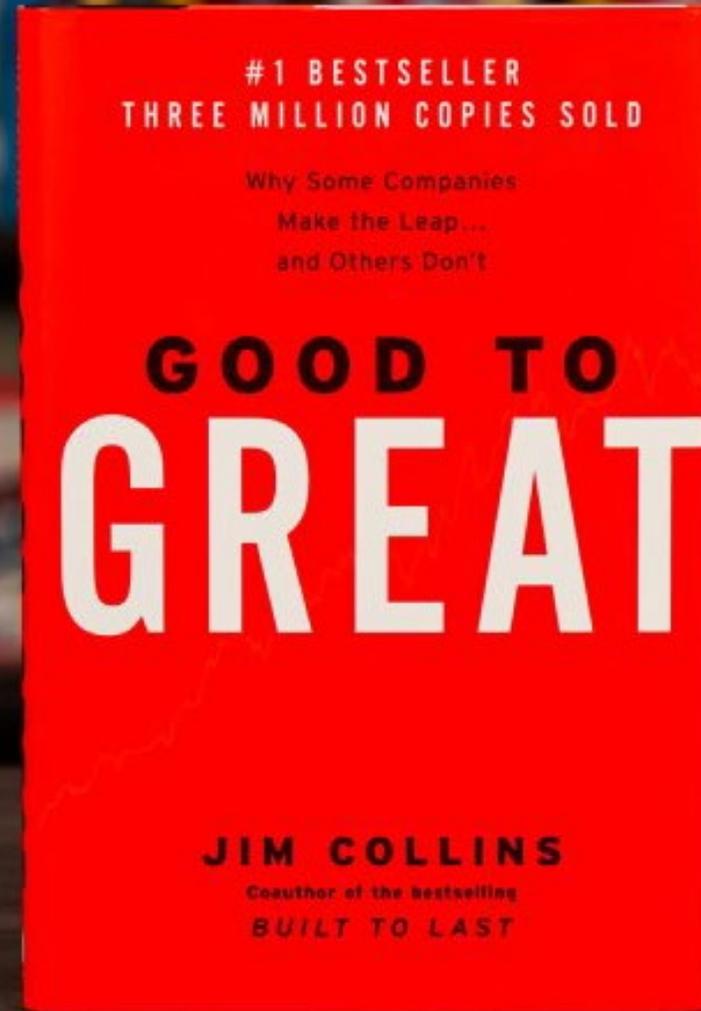
We are a platypus

- ✓ Public and Private sector skills needed
- ✓ If you've seen 1 port, you've seen 1 port
- ✓ Accurate Self-assessment is critical



Looking for Alignment

- ✓ The Extrovert Ideal
- ✓ Goal = Alignment of Staff + Port Dir + Commission direction



Getting the most from your recruiter

- ✓ Demonstrated Fit to your type of platypus
- ✓ Be patient!
- ✓ Laser focus where it matters
- ✓ Don't Settle



Wait, wait: You're Not Done!

- ✓ Do a thorough onboarding
- ✓ 90-day expectations (not like FDR)
- ✓ Consider making ongoing leadership coaching available



THANK YOU



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